

SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
and
WOMEN LIBRARY WORKERS

COMPARABLE PAY STUDY

February 1978

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COMPARABLE PAY STUDY OF THE CITY AND COUNTY OF SAN FRANCISCO
A Joint Project of Women Library Workers and the
Commission on the Status of Women
February, 1978

I. INTRODUCTION

"Like pay for like work" is now law, but women's salaries are still not equal to men's. Traditional employment patterns find both men and women in sex segregated occupations. The social bias against "women's work" results in women's occupations paying less than men's. Comparable pay studies by San Diego librarians, the State of Washington, and the San Lorenzo Unified School District found an average difference of over 20% between the salaries paid to women and those paid to men for jobs requiring comparable skills.

The purpose of this study was to determine the extent of sex segregation in the workforce of the City and County of San Francisco and the effect of this segregation on women's salaries.

II. METHOD

Source documents included the Salary Standardization Ordinance, EEO4 printouts, and job descriptions. A data card was made for each miscellaneous classification - nearly 1600. Each card included the class number, title, number of men in the class, number of women in the class, maximum monthly salary, and a numeric code indicating the length of education/training, experience, and supervisory experience required. These cards were then hand sorted and tallied in several ways. A weighted average maximum monthly salary was computed for men and for women by multiplying the maximum (5th step) salary of each class by the number of men (or women) in it, adding male and female salary totals for all classes, and dividing by the total number of men (or women). The cards were sorted into predominately male (75% or more), predominately female, and mixed occupations. A weighted average maximum monthly salary was computed by the above method for women in predominately female and men in predominately male classes. Cards were then sorted into salary levels and a count made of the number of men and women in each. These sorts provided over-all salary comparisons between men and women.

Two predominately female occupational series were selected for detailed analysis, Librarian and Clerk Typist. For each class within the career ladder salary comparisons were made with all other classes requiring comparable education/experience.

III. FINDINGS

1. The average salary of men working for the City and County of San Francisco is 46% more than the average salary of women.

2. The average salary of men working in predominately male classes is 74% more than the average salary of women working in predominately female classes in the City and County of San Francisco.

3. Of the 1,209 occupational classes studied, men work in 1,075 (88%), while women are present in only 448 (31%). Yet, 9,552 (48%) of the workers studied are women. (see Chart 3)

4. Men's occupations pay more than women's with comparable education/experience requirements - an average of 21% more in the Librarian series and of 64% more for Clerk Typists. (see Charts 4 & 5)

IV. RECOMMENDATIONS

The inequities highlighted by this study are exacerbated by a salary setting process that mandates under-paid women in San Francisco shall not receive more pay than under-paid women elsewhere.

We recommend that:

1. Charter section 8.407 be amended to provide that salaries be based on comparable worth and the amount be determined by collective bargaining.

2. The Civil Service Commission initiate a City-wide classification study including a task factor point evaluation system, improved career ladders, and lateral mobility.

3. Internal relationship adjustments be made for all predominately female classes.

4. An Affirmative Action plan be initiated that ends sex segregation and allows more career opportunity.

5. The results of this study be shared with the Civil Service Commission, city employee unions, other Commissions on the Status of Women, Equal Employment Opportunity Commissions, Fair Employment Practices Commissions, Office of Revenue Sharing, and any other groups working towards reducing the income gaps between men and women.

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AVERAGE MAXIMUM MONTHLY SALARY OF SAN FRANCISCO CITY WORKERS BY SEX

*A. Men and Women in All Classes

MEN - \$1530

WOMEN - \$1048

Men make 46% more than women

*B. Men in Predominately Male and Women in Predominately Female Classes

MEN - \$1709

WOMEN - \$981

Men in "men's" jobs make 74% more than
women in "women's" jobs

*A. Data includes all San Francisco city workers covered by the Salary Standardization Ordinance and whose salaries are listed in the fiscal year 1977-78 Salary Standardization Ordinance book. This includes 1209 classes with 20,013 workers (10,461 men and 9,552 women). This excludes 2078 workers in 44 classes which were not listed in the Salary Standardization book, even though they were listed in the EEO4 data (see Chart 2), and 271 classes in which there were no workers. The salary is based on the highest (5th step) monthly salary for each class. The average salary was determined by multiplying the salary of each class by the number of men or women in it; adding all the male and female salary totals; and dividing those totals by the total number of men or women.

*B. There are 862 classes that are predominately (75% or more) male with 7367 men working in them and 200 classes that are predominately female with 6626 women working in them. The average salary was determined with the same method as A above except that just those women in predominately female classes and men in predominately male classes were included.



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SAN FRANCISCO CITY WORKERS
PROPORTION OF MEN AND WOMEN IN EEO4 SALARY RANGES

Dollars

OVER 24,999



16,000 - 24,999



13,000 - 15,999



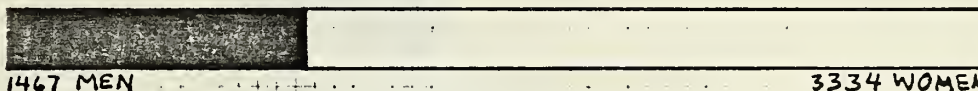
10,000 - 12,999



8,000 - 9,999

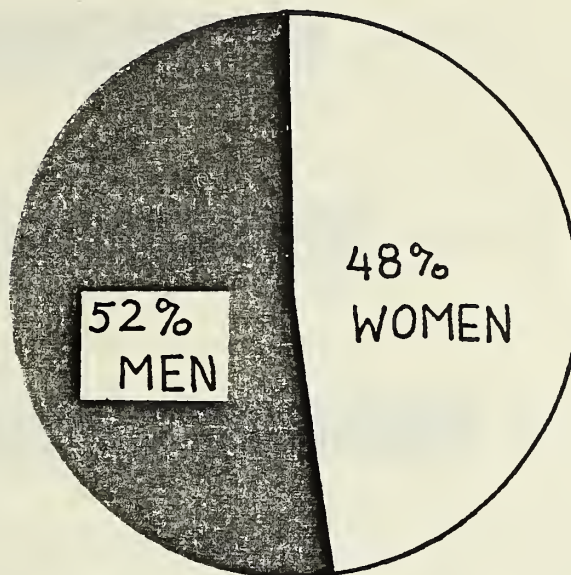


6,000 - 7,999

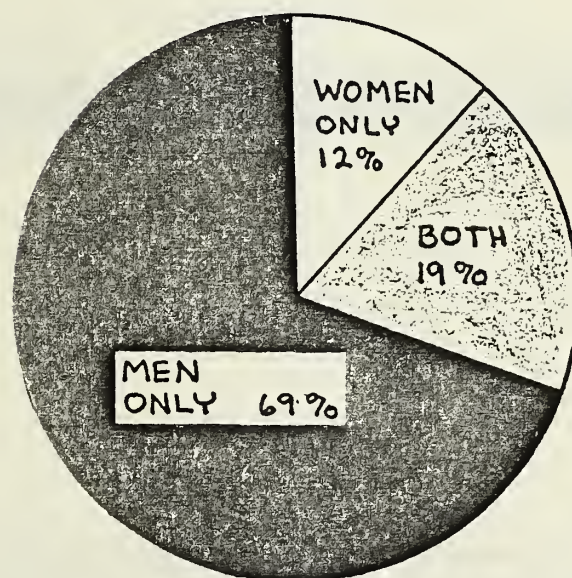


Data taken from EEO4 report. Included are all city workers covered by the fiscal year 1977-78 Salary Standardization Ordinance. There are 12,779 (55%) men and 10,388 (45%) women.

SEX SEGREGATION PATTERNS IN SAN FRANCISCO CITY JOBS



EMPLOYEES



31% OF CLASSES
HAVE WOMEN
IN THEM

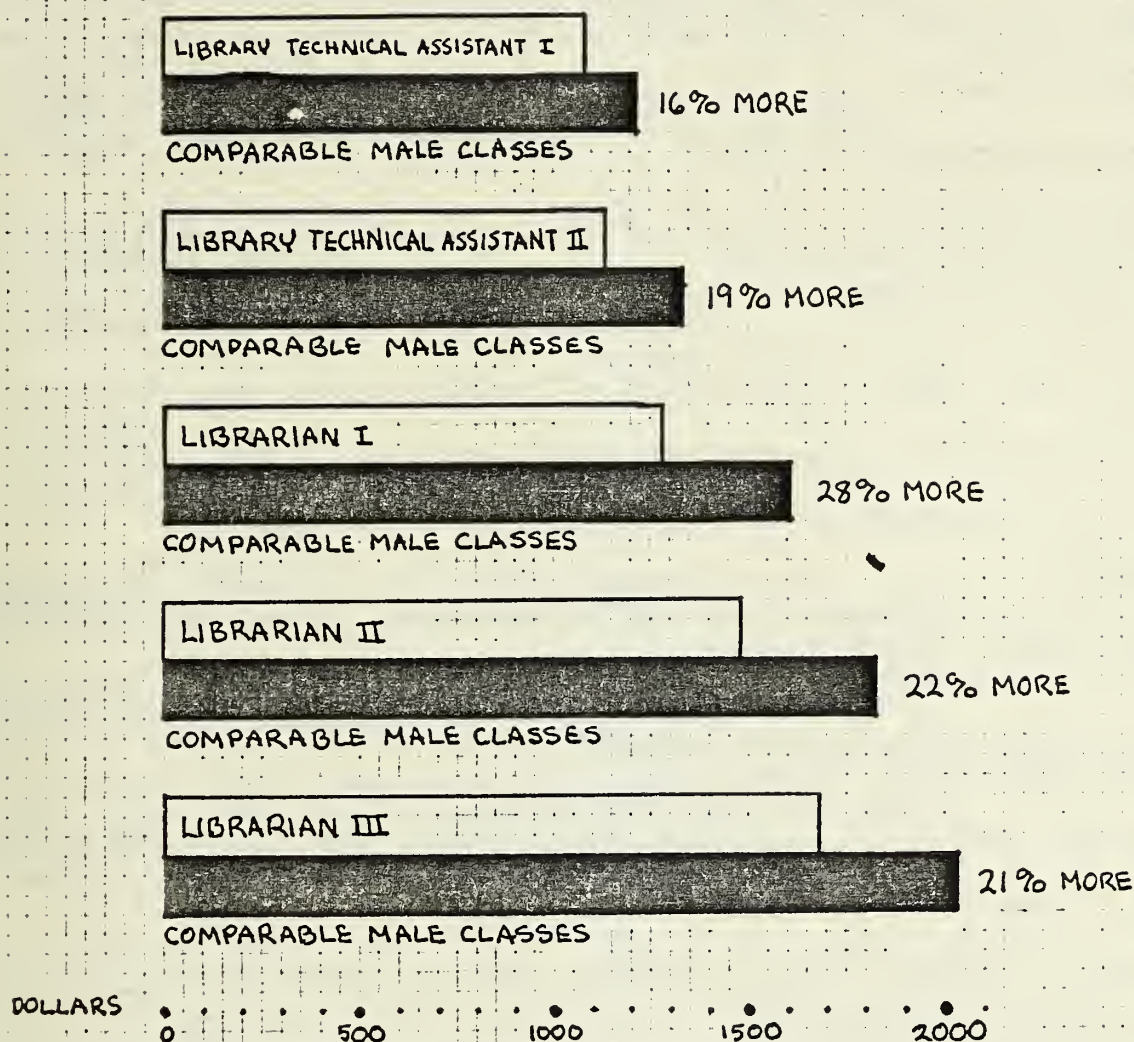
88% OF
CLASSES HAVE
MEN IN THEM

CLASSIFICATIONS

1,209 classes with a total of 20,013 workers were studied. Over 300 classes with over 2,000 workers were not included because data (either specific salary rates; listing in the Salary Standardization Ordinance; or job description) were not available for them.

Of the 1,209 classes studied, 762 have no women, 134 have no men, and 313 have both men and women in them. Of the total of 20,013 workers included, 10,461 are men and 9,552 are women.

LIBRARY CLASSES' AND PREDOMINATELY MALE CLASSES' SALARIES - MONTHLY



All comparable (those requiring the same numbers of years of education and experience) predominately (75% or more) male classes were pulled for each library class. The library classes are predominately female until the highest class is reached. The maximum monthly salary average for predominately male classes requiring the same education and experience level was determined by multiplying the number of men in each class by the salary and adding the total and dividing it by the total number of men in those classes. (see next page for detailed statistics)

3616 - Library Technical Assistant I - 105 workers (20 men 85 women) - requires an AA degree (high school plus 2 years education) and no experience.

Maximum monthly salary - \$1064

Predominately male classes compared - 7 classes - 129 workers (116m 13w) - require same level education/experience as 3616 above.

Maximum average monthly salary - \$1237

Predominately male classes involved (by class number) - 1736, 2449, 3234, 3282, 3526 and 5383.

Example male class - 3282 - School Recreation Director - 83 workers (75m 8w) - requires same education/experience level as 3616 above.

Maximum monthly salary - \$1262

3618 - Library Technical Assistant II - 14 workers (2m 12w) - requires an AA degree plus 2 years experience.

Maximum monthly salary - \$1166

Predominately male classes compared - 4 classes - 31 workers (30m 1w) require same level education/experience as 3618 above.

Maximum average monthly salary - \$1390

Predominately male classes involved (by class number) - 2114, 3214, 3450 and 9212.

Example male class - 3214 - Senior Swimming Instructor - 9 workers (8m 1w) - requires same level education/experience as 3618 above.

Maximum monthly salary - \$1388

3630 - Librarian I - 87 workers (20m 67w) - requires a Master's degree in library science (college plus 1 year education) and no experience.

Maximum monthly salary - \$1268

Predominately male classes compared - 12 classes - 103 workers (91m 12w) - require same level education/experience as 3630 above.

Maximum average monthly salary - \$1618

Predominately male classes involved (by class number) - 1872, 2450, 2456, 2471, 2486, 3342, 3516, 4230, 4261, 5272, 6216 and 7472.

Example male class - 4261 - Real Property Appraiser - 13 workers (all men) - requires same level education/experience as 3630 above.

Maximum monthly salary - \$1531

3632 - Librarian II - 52 workers (9m 43w) - requires a Master's degree in library science (college plus 1 year education) and 2 years experience.

Maximum monthly salary - \$1496

Predominately male classes compared - 27 classes - 309 workers (291m 12w) - require same level education/experience as 3632 above.

Maximum average monthly salary - \$1828

Predominately male classes involved (by class number) - 1312, 1816, 1864, 1876, 2451, 2452, 2458, 2488, 2566, 2808, 3257, 4140, 4265, 4331, 5279, 5320, 6272, 7308, 7313, 7319, 7332, 7338, 7342, 7345, 7377, 9706 and 9724.

Example male class - 4265 - Senior Real Property Appraiser - 19 workers (all men) - requires same level education/experience as 3632 above.

Maximum monthly salary - \$1797

3634 - Librarian III - 24 workers (8m 16w) - requires a Master's in Lib. Sci. and 2 years general experience and 2 years supervisory experience.

Maximum monthly salary - \$1681

Predominately male classes compared - 46 classes - 112 workers (105m 7w) - require same level education/experience as 3634 above.

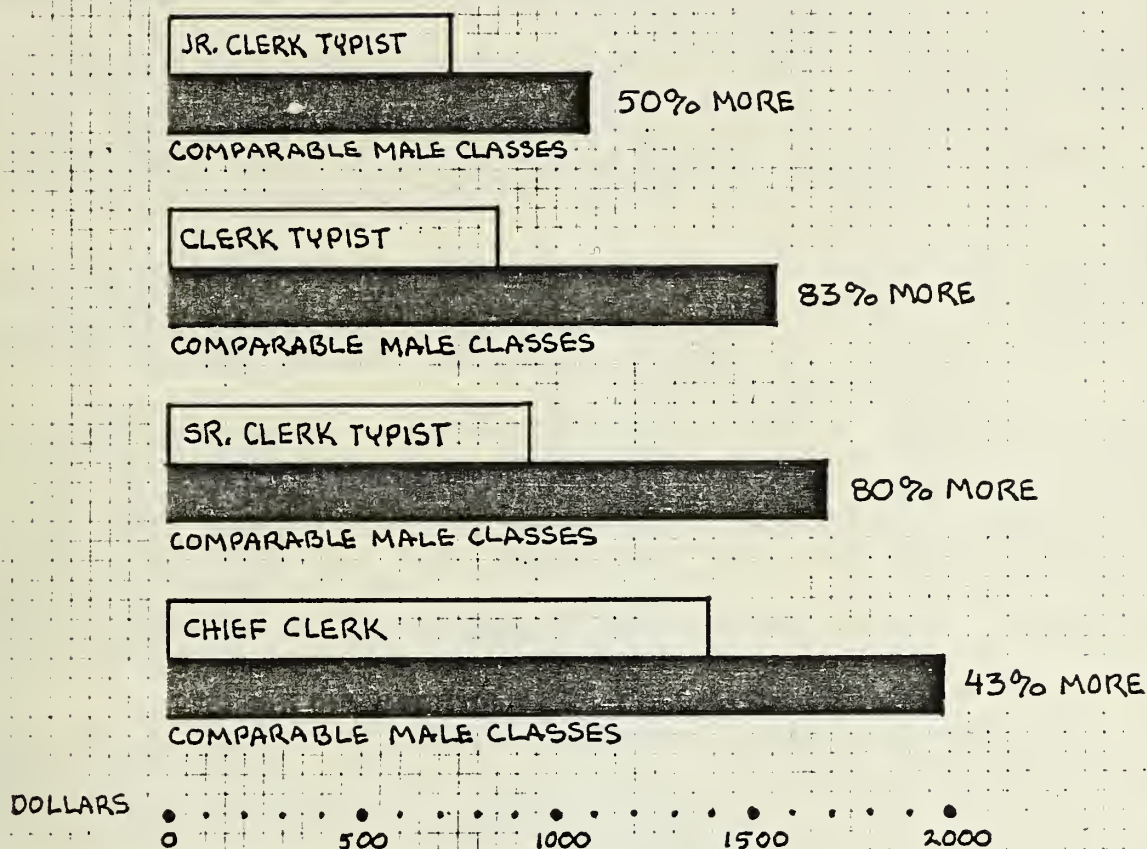
Maximum average monthly salary - \$2041

Predominately male classes involved (by class number) - 1108, 1270, 1281, 1282, 1522, 1828, 1847, 1865, 1866, 1874, 1875, 1928, 2158, 2490, 2986, 3102, 3130, 3268, 3334, 3432, 3484, 3529, 3544, 3562, 3589, 4132, 4266, 4267, 4270, 4332, 5275, 5285, 5295, 6122, 6236, 6242, 7235, 7257, 7275, 7315, 8194, 8336, 9178, 9256, 9258 and 9490.

Example male class - 4267 - Principal Real Property Appraiser - 6 workers (all men) - requires same level education/experience as 3634 above.

Maximum monthly salary - \$2171

CLERK TYPIST CLASSES' & PREDOMINATELY MALE CLASSES' SALARIES - MONTHLY



All comparable (those requiring the same numbers of years of education and experience) predominately (75% or more) male classes were pulled for each clerk typist class. The clerk typist classes are predominately female until the highest class is reached. The maximum monthly salary average for predominately male classes requiring the same education and experience level was determined by multiplying the number of men in each class by the salary and adding the total and dividing it by the total number of men in those classes. (See next page for detailed statistics.)

1422 - Junior Clerk Typist - 45 workers (4 men 41 women) - requires a high school degree and no experience. Maximum monthly salary - \$ 726

Predominately male classes compared - 28 classes - 1084 workers (970m 114w) - require same level education/experience as 1422 above.

Maximum average monthly salary - \$1088

Predominately male classes involved (by class number) - 1626, 1734, 2604, 2708, 2736, 3280, 3402, 3410, 3434, 5304, 5350, 5360, 7392, 7404, 7422, 7441, 7448, 7454, 7458, 7540, 8208, 8216, 8222, 8234, 8301, 8304 and 9102.

Example male class - 3410 - Assistant Gardener - 144 workers (all men) - requires same education/experience level as 1422 above.

Maximum monthly salary - \$1316

1424 - Clerk Typist - 923 workers (112m 811w) - requires a high school degree plus 2 years experience. Maximum monthly salary - \$ 850

Predominately male classes compared - 60 classes - 920 workers (899m 21w) - require same level education/experience as 1424 above.

Maximum average monthly salary - \$1557

Predominately male classes involved (by class number) - 1341, 1741, 1750, 1762, 1772, 1935, 2408, 2515, 2526, 2554, 2580, 2618, 2652, 2654, 2716, 2726, 2780, 3206, 3208, 3232, 3416, 3419, 3436, 3506, 3520, 4324, 5305, 5310, 6208, 7201, 7251, 7301, 7303, 7312, 7215, 7220, 7317, 7333, 7346, 7353, 7355, 7384, 7390, 7420, 7221, 7428, 7432, 7434, 7444, 7449, 7464, 8142, 8203, 9110, 9126, 9130, 9144, 9160, 9176 and 9230.

Example male class - 3416 - Gardener - 215 workers (all men) - requires same level education/experience as 1424 above.

Maximum monthly salary - \$1444

1426 - Senior Clerk Typist - 745 workers (79m 666w) - requires a high school degree plus 5 years experience. Maximum monthly salary - \$ 931

Predominately male classes compared - 19 classes - 86 workers (85m 1w) - require same level education/experience as 1426 above.

Maximum average monthly salary - \$1679

Predominately male classes involved (by class number) - 1350, 1741, 1763, 1764, 1936, 2784, 3422, 3430, 4338, 7219, 7223, 7240, 8138, 8206, 8230, 8310, 9162, 9170 and 9232.

Example male classes - 1936 - Senior Storekeeper - 11 workers (all men) - requires same level education/experience as 1426 above.

Maximum monthly salary - \$1233

- 9170 - Transit Operating Instructor - 12 workers (all men) - requires same level education/experience as 1426 above.

Maximum monthly salary - \$1833

1410 - Chief Clerk - 14 workers (4m 10w) - requires a high school degree plus 4 years general experience plus 4 years supervisory experience.

Maximum monthly salary - \$1388

Predominately male classes compared - 19 classes - 43 workers (all men) - require same level education/experience as 1410 above.

Maximum average monthly salary - \$1984

Predominately male classes involved (by class number) - 1778, 1926, 4340, 4348, 5102, 5170, 5172, 5366, 6262, 7131, 7134, 7205, 7234, 7252, 7259, 7280, 8126, 9159 and 9182.

Example male class - 9182 - Transportation Assistant Superintendent - 3 workers (all men) - requires same level education/experience as 1410 above.

Maximum monthly salary - \$2381

